

## CLAIMS

What is claimed is:

- 1 1. A data collection process comprising the steps of:
  - 2 building a data entry form for entering requested data;
  - 3 generating an email message including the data entry form;
  - 4 transmitting the email message;
  - 5 receiving an email message including the requested data; and
  - 6 posting the received requested data to a database.
- 1 2. The data collection process of claim 1, wherein the data entry form
  - 2 provides interactive entry of data into the data entry form.
- 1 3. The data collection process of claim 2, wherein the data entry form is
  - 2 created using at least one of a standard or proprietary document language, a
  - 3 script language, or a programming language.
- 1 4. The data collection process of claim 2, wherein the data entry form is
  - 2 created using at least one of hypertext markup language, extensible markup
  - 3 language, Java, or Javascript.

1 5. The data collection process of claim 1, wherein the data entry form  
2 provides interactive entry of data into the data entry form in a data entry system  
3 while the data entry system is not communicatively connected.

1 6. The data collection process of claim 5, wherein the data entry form is  
2 created using at least one of a standard or proprietary document language, a  
3 script language, or a programming language.

1 7. The data collection process of claim 6, wherein the data entry form is  
2 created using at least one of hypertext markup language, extensible markup  
3 language, Java, or Javascript.

1 8. The data collection process of claim 1, further comprising the steps of:  
2 creating a dataset defining data that is to be collected; and  
3 selecting a participant in the data collection process.

1 9. The data collection process of claim 8, wherein the step of building a data  
2 entry form comprises the step of:  
3 building a data entry form for entering requested data defined by the  
4 dataset for the participant in the data collection process.

1 10. The data collection process of claim 8, wherein the step of selecting a  
2 participant in the data collection process comprises the step of:

3 selecting a plurality of participants in the data collection process.

1 11. The data collection process of claim 10, wherein the step of building a  
2 data entry form comprises the step of:

3 building a data entry form for entering requested data defined by the  
4 dataset for each participant in the data collection process.

1 12. The data collection process of claim 11, wherein the step of generating an  
2 email message including the data entry form comprises the step of:

3 generating an email message including the data entry form for each  
4 participant in the data collection process.

1 13. The data collection process of claim 12, wherein the step of transmitting  
2 the email message comprises the step of:

3 transmitting a data entry form to each participant in the data collection  
4 process.

1 14. The data collection process of claim 13, wherein the step of receiving an  
2 email message including the requested data comprises the step of:

3 receiving an email message including the requested data for each  
4 participant in the data collection process.

1 15. The data collection process of claim 14, wherein each data entry form  
2 provides interactive entry of data into the data entry form.

1 16. The data collection process of claim 15, wherein each data entry form is  
2 created using at least one of a standard or proprietary document language, a  
3 script language, or a programming language.

1 17. The data collection process of claim 15, wherein each data entry form is  
2 created using at least one of hypertext markup language, extensible markup  
3 language, Java, or Javascript.

1 18. The data collection process of claim 14, wherein each data entry form  
2 provides interactive entry of data into the data entry form in a data entry system  
3 while the data entry system is not communicatively connected.

1 19. The data collection process of claim 18, wherein each data entry form is  
2 created using at least one of a standard or proprietary document language, a  
3 script language, or a programming language.

1 20. The data collection process of claim 18, wherein each data entry form is  
2 created using at least one of hypertext markup language, extensible markup  
3 language, Java, or Javascript.

1 21. A data collection process in a data entry system comprising the steps of:  
2 receiving an email message including a data entry form requesting data;  
3 extracting the data entry form from the email message;  
4 interactively entering the requested data into the data entry form; and  
5 transmitting an email message including the entered data.

1 22. The data collection process of claim 21, further comprising the step of:  
2 displaying the data entry form.

1 23. The data collection process of claim 22, wherein the data entry form is  
2 created using at least one of a standard or proprietary document language, a  
3 script language, or a programming language.

1 24. The data collection process of claim 22, wherein the data entry form is  
2 created using at least one of hypertext markup language, extensible markup  
3 language, Java, or Javascript.

1 25. The data collection process of claim 21, further comprising the step of:  
2 displaying the data entry form using a browser program.

1 26. The data collection process of claim 25, wherein the data entry form is  
2 created using at least one of a standard or proprietary document language, a  
3 script language, or a programming language.

1 27. The data collection process of claim 25, wherein the data entry form is  
2 created using at least one of hypertext markup language, extensible markup  
3 language, Java, or Javascript.

1 28. The data collection process of claim 21, wherein the step of interactively  
2 entering the requested data into the data entry form comprises the step of:  
3 interactively entering the requested data into the data entry form while the  
4 data entry system is not communicatively connected.

1 29. The data collection process of claim 28, further comprising the step of:  
2 displaying the data entry form.

1 30. The data collection process of claim 29, wherein the data entry form is  
2 created using at least one of a standard or proprietary document language, a  
3 script language, or a programming language.

1 31. The data collection process of claim 29, wherein the data entry form is  
2 created using at least one of hypertext markup language, extensible markup  
3 language, Java, or Javascript.

1 32. The data collection process of claim 28, further comprising the step of:  
2 displaying the data entry form using a browser program.

1 33. The data collection process of claim 32, wherein the data entry form is  
2 created using at least one of a standard or proprietary document language, a  
3 script language, or a programming language.

1 34. The data collection process of claim 32, wherein the data entry form is  
2 created using at least one of hypertext markup language, extensible markup  
3 language, Java, or Javascript.

1 35. A process for collaborative creation of descriptions of competencies  
2 related to a position defined by a job model comprising the steps of:

3           creating a person listing including information relating to potential  
4 participants and available types of job models;  
5           selecting a participant and a job model;  
6           building a data entry form for entering requested data based on the  
7 selected job model;  
8           generating an email message including the data entry form;  
9           transmitting the email message;  
10          receiving an email message including the requested data; and  
11          posting the received requested data to a database.

1   36.    The process of claim 35, wherein the data entry form provides interactive  
2 entry of data into the data entry form.

1   37.    The process of claim 36, wherein the data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1   38.    The process of claim 36, wherein the data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.



1 39. The process of claim 35, wherein the data entry form provides interactive  
2 entry of data into the data entry form in a data entry system while the data entry  
3 system is not communicatively connected.

1 40. The process of claim 39, wherein the data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1 41. The process of claim 40, wherein the data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 42. The process of claim 35, wherein the step of building a data entry form  
2 comprises the step of:  
3 building a data entry form for entering requested data defined by the  
4 dataset for the participant in the data collection process.

1 43. The process of claim 42, wherein the step of selecting a participant  
2 comprises the step of:  
3 selecting a plurality of participants in the data collection process.

1 44. The process of claim 43, wherein the step of building a data entry form  
2 comprises the step of:

3 building a data entry form for entering requested data defined by the  
4 dataset for each participant in the data collection process.

1 45. The process of claim 44, wherein the step of generating an email message  
2 including the data entry form comprises the step of:

3 generating an email message including the data entry form for each  
4 participant in the data collection process.

1 46. The process of claim 45, wherein the step of transmitting the email  
2 message comprises the step of:

3 transmitting a data entry form to each participant in the data collection  
4 process.

1 47. The process of claim 46, wherein the step of receiving an email message  
2 including the requested data comprises the step of:

3 receiving an email message including the requested data for each  
4 participant in the data collection process.

1 48. The process of claim 47, wherein each data entry form provides  
2 interactive entry of data into the data entry form.

1 49. The process of claim 48, wherein each data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1 50. The process of claim 48, wherein each data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 51. The process of claim 47, wherein each data entry form provides  
2 interactive entry of data into the data entry form in a data entry system while the  
3 data entry system is not communicatively connected.

1 52. The process of claim 51, wherein each data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1 53. The process of claim 51, wherein each data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 54. A process for creation of a job candidate interview evaluation comprising  
2 the steps of:

3 creating a job model including a plurality of competencies defining  
4 qualifications and skill relating to a position in an organization;

5 selecting an evaluation set including a candidate for the position, a  
6 reviewer, and a date of an interview;

7 building a data entry form for entering requested data based on the created  
8 job model;

9 generating an email message including the data entry form;

10 transmitting the email message;

11 receiving an email message including the requested data; and

12 posting the received requested data to a database.

1 55. The process of claim 54, wherein the data entry form provides interactive  
2 entry of data into the data entry form.

1 56. The process of claim 55, wherein the data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1 57. The process of claim 55, wherein the data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 58. The process of claim 54, wherein the data entry form provides interactive  
2 entry of data into the data entry form in a data entry system while the data entry  
3 system is not communicatively connected.

1 59. The process of claim 58, wherein the data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1 60. The process of claim 59, wherein the data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 61. The process of claim 54, wherein the step of building a data entry form  
2 comprises the step of:

3 building a data entry form for entering requested data defined by the  
4 dataset for the participant in the data collection process.

1 62. The process of claim 61, wherein the step of selecting a participant  
2 comprises the step of:

3 selecting a plurality of participants in the data collection process.

1 63. The process of claim 62, wherein the step of building a data entry form  
2 comprises the step of:

3 building a data entry form for entering requested data defined by the  
4 dataset for each participant in the data collection process.

1 64. The process of claim 63, wherein the step of generating an email message  
2 including the data entry form comprises the step of:

3 generating an email message including the data entry form for each  
4 participant in the data collection process.

1 65. The process of claim 64, wherein the step of transmitting the email  
2 message comprises the step of:

3 transmitting a data entry form to each participant in the data collection  
4 process.

1 66. The process of claim 65, wherein the step of receiving an email message  
2 including the requested data comprises the step of:

3 receiving an email message including the requested data for each  
4 participant in the data collection process.

1 67. The process of claim 66, wherein each data entry form provides  
2 interactive entry of data into the data entry form.

1 68. The process of claim 67, wherein each data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1 69. The process of claim 67, wherein each data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 70. The process of claim 66, wherein each data entry form provides  
2 interactive entry of data into the data entry form in a data entry system while the  
3 data entry system is not communicatively connected.

1 71. The process of claim 70, wherein each data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1 72. The process of claim 70, wherein each data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 73. A process for creation of a performance review comprising the steps of:  
2 creating a job model including a plurality of competencies defining  
3 qualifications and skill relating to a position in an organization;  
4 selecting an evaluation set including a person to be reviewed, a reviewer,  
5 and a date of the review;  
6 building a data entry form for entering requested data based on the created  
7 job model;  
8 generating an email message including the data entry form;  
9 transmitting the email message;



10 receiving an email message including the requested data; and  
11 posting the received requested data to a database.

1 74. The process of claim 73, wherein the data entry form provides interactive  
2 entry of data into the data entry form.

1 75. The process of claim 74, wherein the data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1 76. The process of claim 74, wherein the data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 77. The process of claim 73, wherein the data entry form provides interactive  
2 entry of data into the data entry form in a data entry system while the data entry  
3 system is not communicatively connected.

1 78. The process of claim 77, wherein the data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.



3 generating an email message including the data entry form for each  
4 participant in the data collection process.

1 84. The process of claim 83, wherein the step of transmitting the email  
2 message comprises the step of:

3 transmitting a data entry form to each participant in the data collection  
4 process.

1 85. The process of claim 84, wherein the step of receiving an email message  
2 including the requested data comprises the step of:

3 receiving an email message including the requested data for each  
4 participant in the data collection process.

1 86. The process of claim 85, wherein each data entry form provides  
2 interactive entry of data into the data entry form.

1 87. The process of claim 86, wherein each data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1 88. The process of claim 86, wherein each data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 89. The process of claim 85, wherein each data entry form provides  
2 interactive entry of data into the data entry form in a data entry system while the  
3 data entry system is not communicatively connected.

1 90. The process of claim 89, wherein each data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1 91. The process of claim 89, wherein each data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 92. A system for implementing a data collection process comprising:  
2 a processor operable to execute computer program instructions;  
3 a memory operable to store computer program instructions executable  
4 by the processor; and

5 computer program instructions stored in the memory and executable to  
6 perform the steps of:  
7 building a data entry form for entering requested data;  
8 generating an email message including the data entry form;  
9 transmitting the email message;  
10 receiving an email message including the requested data; and  
11 posting the received requested data to a database.

1 93. The system of claim 92, wherein the data entry form provides interactive  
2 entry of data into the data entry form.

1 94. The system of claim 93, wherein the data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1 95. The system of claim 93, wherein the data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 96. The system of claim 92, wherein the data entry form provides interactive  
2 entry of data into the data entry form in a data entry system while the data entry  
3 system is not communicatively connected.

1 97. The system of claim 96, wherein the data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1 98. The system of claim 97, wherein the data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 99. The system of claim 92, further comprising the steps of:  
2 creating a dataset defining data that is to be collected; and  
3 selecting a participant in the data collection process.

1 100. The system of claim 99, wherein the step of building a data entry form  
2 comprises the step of:  
3 building a data entry form for entering requested data defined by the  
4 dataset for the participant in the data collection process.

1 101. The system of claim 99, wherein the step of selecting a participant in the  
2 data collection process comprises the step of:  
3 selecting a plurality of participants in the data collection process.

1 102. The system of claim 101, wherein the step of building a data entry form  
2 comprises the step of:  
3 building a data entry form for entering requested data defined by the  
4 dataset for each participant in the data collection process.

1 103. The system of claim 102, wherein the step of generating an email message  
2 including the data entry form comprises the step of:  
3 generating an email message including the data entry form for each  
4 participant in the data collection process.

1 104. The system of claim 103, wherein the step of transmitting the email  
2 message comprises the step of:  
3 transmitting a data entry form to each participant in the data collection  
4 process.

1 105. The system of claim 104, wherein the step of receiving an email message  
2 including the requested data comprises the step of:

3 receiving an email message including the requested data for each  
4 participant in the data collection process.

1 106. The system of claim 105, wherein each data entry form provides  
2 interactive entry of data into the data entry form.

1 107. The system of claim 106, wherein each data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1 108. The system of claim 107, wherein each data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 109. The system of claim 108, wherein each data entry form provides  
2 interactive entry of data into the data entry form in a data entry system while the  
3 data entry system is not communicatively connected.

1 110. The system of claim 109, wherein each data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.



1 111. The system of claim 109, wherein each data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 112. A data entry system for implementing a data collection process  
2 comprising:

3 a processor operable to execute computer program instructions;

4 a memory operable to store computer program instructions executable  
5 by the processor; and

6 computer program instructions stored in the memory and executable to  
7 perform the steps of:

8 receiving an email message including a data entry form requesting data;

9 extracting the data entry form from the email message;

10 interactively entering the requested data into the data entry form; and

11 transmitting an email message including the entered data.

1 113. The system of claim 112, further comprising the step of:

2 displaying the data entry form.

1 114. The system of claim 113, wherein the data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1 115. The system of claim 113, wherein the data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 116. The system of claim 112, further comprising the step of:  
2 displaying the data entry form using a browser program.

1 117. The system of claim 116, wherein the data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1 118. The system of claim 116, wherein the data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 119. The system of claim 112, wherein the step of interactively entering the  
2 requested data into the data entry form comprises the step of:

3           interactively entering the requested data into the data entry form while the  
4   data entry system is not communicatively connected.

1   120.   The system of claim 119, further comprising the step of:  
2           displaying the data entry form.

1   121.   The system of claim 120, wherein the data entry form is created using at  
2   least one of a standard or proprietary document language, a script language, or  
3   a programming language.

1   122.   The system of claim 120, wherein the data entry form is created using at  
2   least one of hypertext markup language, extensible markup language, Java, or  
3   Javascript.

1   123.   The system of claim 119, further comprising the step of:  
2           displaying the data entry form using a browser program.

1   124.   The system of claim 123, wherein the data entry form is created using at  
2   least one of a standard or proprietary document language, a script language, or  
3   a programming language.

1 125. The system of claim 123, wherein the data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 126. A system for implementing a process for collaborative creation of  
2 descriptions of competencies related to a position defined by a job model  
3 comprising:

4 a processor operable to execute computer program instructions;

5 a memory operable to store computer program instructions executable  
6 by the processor; and

7 computer program instructions stored in the memory and executable to  
8 perform the steps of:

9 creating a person listing including information relating to potential  
10 participants and available types of job models;

11 selecting a participant and a job model;

12 building a data entry form for entering requested data based on the  
13 selected job model;

14 generating an email message including the data entry form;

15 transmitting the email message;

16 receiving an email message including the requested data; and

17 posting the received requested data to a database.

1 127. The system of claim 126, wherein the data entry form provides interactive  
2 entry of data into the data entry form.

1 128. The system of claim 127, wherein the data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1 129. The system of claim 127, wherein the data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 130. The system of claim 126, wherein the data entry form provides interactive  
2 entry of data into the data entry form in a data entry system while the data entry  
3 system is not communicatively connected.

1 131. The system of claim 130, wherein the data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1 132. The system of claim 131, wherein the data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 133. The system of claim 126, wherein the step of building a data entry form  
2 comprises the step of:  
3 building a data entry form for entering requested data defined by the  
4 dataset for the participant in the data collection process.

1 134. The system of claim 133, wherein the step of selecting a participant  
2 comprises the step of:  
3 selecting a plurality of participants in the data collection process.

1 135. The system of claim 134, wherein the step of building a data entry form  
2 comprises the step of:  
3 building a data entry form for entering requested data defined by the  
4 dataset for each participant in the data collection process.

1 136. The system of claim 135, wherein the step of generating an email message  
2 including the data entry form comprises the step of:

3           generating an email message including the data entry form for each  
4   participant in the data collection process.

1   137.   The system of claim 136, wherein the step of transmitting the email  
2   message comprises the step of:

3           transmitting a data entry form to each participant in the data collection  
4   process.

1   138.   The system of claim 137, wherein the step of receiving an email message  
2   including the requested data comprises the step of:

3           receiving an email message including the requested data for each  
4   participant in the data collection process.

1   139.   The system of claim 138, wherein each data entry form provides  
2   interactive entry of data into the data entry form.

1   140.   The system of claim 139, wherein each data entry form is created using at  
2   least one of a standard or proprietary document language, a script language, or  
3   a programming language.

1 141. The system of claim 139, wherein each data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 142. The system of claim 138, wherein each data entry form provides  
2 interactive entry of data into the data entry form in a data entry system while the  
3 data entry system is not communicatively connected.

1 143. The system of claim 142, wherein each data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1 144. The system of claim 142, wherein each data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 145. A system for implementing a process for creation of a job candidate  
2 interview evaluation comprising:

3 a processor operable to execute computer program instructions;

4 a memory operable to store computer program instructions executable

5 by the processor; and



6 computer program instructions stored in the memory and executable to  
7 perform the steps of:  
8 creating a job model including a plurality of competencies defining  
9 qualifications and skill relating to a position in an organization;  
10 selecting an evaluation set including a candidate for the position, a  
11 reviewer, and a date of an interview;  
12 building a data entry form for entering requested data based on the created  
13 job model;  
14 generating an email message including the data entry form;  
15 transmitting the email message;  
16 receiving an email message including the requested data; and  
17 posting the received requested data to a database.

1 146. The system of claim 145, wherein the data entry form provides interactive  
2 entry of data into the data entry form.

1 147. The system of claim 146, wherein the data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1 148. The system of claim 146, wherein the data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 149. The system of claim 145, wherein the data entry form provides interactive  
2 entry of data into the data entry form in a data entry system while the data entry  
3 system is not communicatively connected.

1 150. The system of claim 149, wherein the data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1 151. The system of claim 150, wherein the data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 152. The system of claim 145, wherein the step of building a data entry form  
2 comprises the step of:  
3 building a data entry form for entering requested data defined by the  
4 dataset for the participant in the data collection process.

1 153. The system of claim 152, wherein the step of selecting a participant  
2 comprises the step of:

3 selecting a plurality of participants in the data collection process.

1 154. The system of claim 153, wherein the step of building a data entry form  
2 comprises the step of:

3 building a data entry form for entering requested data defined by the  
4 dataset for each participant in the data collection process.

1 155. The system of claim 154, wherein the step of generating an email message  
2 including the data entry form comprises the step of:

3 generating an email message including the data entry form for each  
4 participant in the data collection process.

1 156. The system of claim 155, wherein the step of transmitting the email  
2 message comprises the step of:

3 transmitting a data entry form to each participant in the data collection  
4 process.

1 157. The system of claim 156, wherein the step of receiving an email message  
2 including the requested data comprises the step of:

3 receiving an email message including the requested data for each  
4 participant in the data collection process.

1 158. The system of claim 157, wherein each data entry form provides  
2 interactive entry of data into the data entry form.

1 159. The system of claim 158, wherein each data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1 160. The system of claim 158, wherein each data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 161. The system of claim 157, wherein each data entry form provides  
2 interactive entry of data into the data entry form in a data entry system while the  
3 data entry system is not communicatively connected.

1 162. The system of claim 161, wherein each data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1 163. The system of claim 161, wherein each data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 164. A system for implementing a process for creation of a performance  
2 review comprising:

3 a processor operable to execute computer program instructions;

4 a memory operable to store computer program instructions executable  
5 by the processor; and

6 computer program instructions stored in the memory and executable to  
7 perform the steps of:

8 creating a job model including a plurality of competencies defining  
9 qualifications and skill relating to a position in an organization;

10 selecting an evaluation set including a person to be reviewed, a reviewer,  
11 and a date of the review;

12 building a data entry form for entering requested data based on the created  
13 job model;

14 generating an email message including the data entry form;

15 transmitting the email message;

16 receiving an email message including the requested data; and  
17 posting the received requested data to a database.

1 165. The system of claim 164, wherein the data entry form provides interactive  
2 entry of data into the data entry form.

1 166. The system of claim 165, wherein the data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1 167. The system of claim 165, wherein the data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 168. The system of claim 164, wherein the data entry form provides interactive  
2 entry of data into the data entry form in a data entry system while the data entry  
3 system is not communicatively connected.

1 169. The system of claim 168, wherein the data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1 170. The system of claim 169, wherein the data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 171. The system of claim 164, wherein the step of building a data entry form  
2 comprises the step of:

3 building a data entry form for entering requested data defined by the  
4 dataset for the participant in the data collection process.

1 172. The system of claim 171, wherein the step of selecting a participant  
2 comprises the step of:

3 selecting a plurality of participants in the data collection process.

1 173. The system of claim 172, wherein the step of building a data entry form  
2 comprises the step of:

3 building a data entry form for entering requested data defined by the  
4 dataset for each participant in the data collection process.

1 174. The system of claim 173, wherein the step of generating an email message  
2 including the data entry form comprises the step of:

3           generating an email message including the data entry form for each  
4   participant in the data collection process.

1   175.   The system of claim 174, wherein the step of transmitting the email  
2   message comprises the step of:

3           transmitting a data entry form to each participant in the data collection  
4   process.

1   176.   The system of claim 175, wherein the step of receiving an email message  
2   including the requested data comprises the step of:

3           receiving an email message including the requested data for each  
4   participant in the data collection process.

1   177.   The system of claim 176, wherein each data entry form provides  
2   interactive entry of data into the data entry form.

1   178.   The system of claim 177, wherein each data entry form is created using at  
2   least one of a standard or proprietary document language, a script language, or  
3   a programming language.



1 179. The system of claim 178, wherein each data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 180. The system of claim 176, wherein each data entry form provides  
2 interactive entry of data into the data entry form in a data entry system while the  
3 data entry system is not communicatively connected.

1 181. The system of claim 180, wherein each data entry form is created using at  
2 least one of a standard or proprietary document language, a script language, or  
3 a programming language.

1 182. The system of claim 180, wherein each data entry form is created using at  
2 least one of hypertext markup language, extensible markup language, Java, or  
3 Javascript.

1 183. A computer program product for performing a data collection process  
2 comprising:

3 a computer readable medium;

4 computer program instructions, recorded on the computer readable

5 medium, executable by a processor, for performing the steps of

6 building a data entry form for entering requested data;  
7 generating an email message including the data entry form;  
8 transmitting the email message;  
9 receiving an email message including the requested data; and  
10 posting the received requested data to a database.

1 184. The computer program product of claim 183, wherein the data entry form  
2 provides interactive entry of data into the data entry form.

1 185. The computer program product of claim 184, wherein the data entry form  
2 is created using at least one of a standard or proprietary document language, a  
3 script language, or a programming language.

1 186. The computer program product of claim 184, wherein the data entry form  
2 is created using at least one of hypertext markup language, extensible markup  
3 language, Java, or Javascript.

1 187. The computer program product of claim 183, wherein the data entry form  
2 provides interactive entry of data into the data entry form in a data entry system  
3 while the data entry system is not communicatively connected.

1 188. The computer program product of claim 187, wherein the data entry form  
2 is created using at least one of a standard or proprietary document language, a  
3 script language, or a programming language.

1 189. The computer program product of claim 188, wherein the data entry form  
2 is created using at least one of hypertext markup language, extensible markup  
3 language, Java, or Javascript.

1 190. The computer program product of claim 183, further comprising the steps  
2 of:  
3 creating a dataset defining data that is to be collected; and  
4 selecting a participant in the data collection process.

1 191. The computer program product of claim 190, wherein the step of building  
2 a data entry form comprises the step of:  
3 building a data entry form for entering requested data defined by the  
4 dataset for the participant in the data collection process.

1 192. The computer program product of claim 190, wherein the step of selecting  
2 a participant in the data collection process comprises the step of:  
3 selecting a plurality of participants in the data collection process.

1 193. The computer program product of claim 192, wherein the step of building  
2 a data entry form comprises the step of:

3 building a data entry form for entering requested data defined by the  
4 dataset for each participant in the data collection process.

1 194. The computer program product of claim 193, wherein the step of  
2 generating an email message including the data entry form comprises the step of:

3 generating an email message including the data entry form for each  
4 participant in the data collection process.

1 195. The computer program product of claim 194, wherein the step of  
2 transmitting the email message comprises the step of:

3 transmitting a data entry form to each participant in the data collection  
4 process.

1 196. The computer program product of claim 195, wherein the step of  
2 receiving an email message including the requested data comprises the step of:

3 receiving an email message including the requested data for each  
4 participant in the data collection process.

1 197. The computer program product of claim 196, wherein each data entry  
2 form provides interactive entry of data into the data entry form.

1 198. The computer program product of claim 197, wherein each data entry  
2 form is created using at least one of a standard or proprietary document  
3 language, a script language, or a programming language.

1 199. The computer program product of claim 198, wherein each data entry  
2 form is created using at least one of hypertext markup language, extensible  
3 markup language, Java, or Javascript.

1 200. The computer program product of claim 199, wherein each data entry  
2 form provides interactive entry of data into the data entry form in a data entry  
3 system while the data entry system is not communicatively connected.

1 201. The computer program product of claim 200, wherein each data entry  
2 form is created using at least one of a standard or proprietary document  
3 language, a script language, or a programming language.

1 202. The computer program product of claim 200, wherein each data entry  
2 form is created using at least one of hypertext markup language, extensible  
3 markup language, Java, or Javascript.

1 203. A computer program product for performing a data collection process in a  
2 data entry system comprising:

3 a computer readable medium;  
4 computer program instructions, recorded on the computer readable  
5 medium, executable by a processor, for performing the steps of  
6 receiving an email message including a data entry form requesting data;  
7 extracting the data entry form from the email message;  
8 interactively entering the requested data into the data entry form; and  
9 transmitting an email message including the entered data.

1 204. The computer program product of claim 203, further comprising the step  
2 of:

3 displaying the data entry form.

1 205. The computer program product of claim 204, wherein the data entry form  
2 is created using at least one of a standard or proprietary document language, a  
3 script language, or a programming language.

1 206. The computer program product of claim 204, wherein the data entry form  
2 is created using at least one of hypertext markup language, extensible markup  
3 language, Java, or Javascript.

1 207. The computer program product of claim 203, further comprising the step  
2 of:

3 displaying the data entry form using a browser program.

1 208. The computer program product of claim 207, wherein the data entry form  
2 is created using at least one of a standard or proprietary document language, a  
3 script language, or a programming language.

1 209. The computer program product of claim 207, wherein the data entry form  
2 is created using at least one of hypertext markup language, extensible markup  
3 language, Java, or Javascript.

1 210. The computer program product of claim 203, wherein the step of  
2 interactively entering the requested data into the data entry form comprises the  
3 step of:

4           interactively entering the requested data into the data entry form while the  
5   data entry system is not communicatively connected.

1   211.   The computer program product of claim 210, further comprising the step  
2   of:  
3           displaying the data entry form.

1   212.   The computer program product of claim 211, wherein the data entry form  
2   is created using at least one of a standard or proprietary document language, a  
3   script language, or a programming language.

1   213.   The computer program product of claim 211, wherein the data entry form  
2   is created using at least one of hypertext markup language, extensible markup  
3   language, Java, or Javascript.

1   214.   The computer program product of claim 210, further comprising the step  
2   of:  
3           displaying the data entry form using a browser program.



1 215. The computer program product of claim 214, wherein the data entry form  
2 is created using at least one of a standard or proprietary document language, a  
3 script language, or a programming language.

1 216. The computer program product of claim 214, wherein the data entry form  
2 is created using at least one of hypertext markup language, extensible markup  
3 language, Java, or Javascript.

1 217. A computer program product for performing process for collaborative  
2 creation of descriptions of competencies related to a position defined by a job  
3 model comprising:

4 a computer readable medium;

5 computer program instructions, recorded on the computer readable  
6 medium, executable by a processor, for performing the steps of

7 creating a person listing including information relating to potential  
8 participants and available types of job models;

9 selecting a participant and a job model;

10 building a data entry form for entering requested data based on the  
11 selected job model;

12 generating an email message including the data entry form;

13 transmitting the email message;

14 receiving an email message including the requested data; and  
15 posting the received requested data to a database.

1 218. The computer program product of claim 217, wherein the data entry form  
2 provides interactive entry of data into the data entry form.

1 219. The computer program product of claim 218, wherein the data entry form  
2 is created using at least one of a standard or proprietary document language, a  
3 script language, or a programming language.

1 220. The computer program product of claim 218, wherein the data entry form  
2 is created using at least one of hypertext markup language, extensible markup  
3 language, Java, or Javascript.

1 221. The computer program product of claim 217, wherein the data entry form  
2 provides interactive entry of data into the data entry form in a data entry system  
3 while the data entry system is not communicatively connected.

1 222. The computer program product of claim 221, wherein the data entry form  
2 is created using at least one of a standard or proprietary document language, a  
3 script language, or a programming language.

1 223. The computer program product of claim 222, wherein the data entry form  
2 is created using at least one of hypertext markup language, extensible markup  
3 language, Java, or Javascript.

1 224. The computer program product of claim 217, wherein the step of building  
2 a data entry form comprises the step of:  
3 building a data entry form for entering requested data defined by the  
4 dataset for the participant in the data collection process.

1 225. The computer program product of claim 224, wherein the step of selecting  
2 a participant comprises the step of:  
3 selecting a plurality of participants in the data collection process.

1 226. The computer program product of claim 225, wherein the step of building  
2 a data entry form comprises the step of:  
3 building a data entry form for entering requested data defined by the  
4 dataset for each participant in the data collection process.

1 227. The computer program product of claim 226, wherein the step of  
2 generating an email message including the data entry form comprises the step of:

3           generating an email message including the data entry form for each  
4   participant in the data collection process.

1   228. The computer program product of claim 227, wherein the step of  
2   transmitting the email message comprises the step of:

3           transmitting a data entry form to each participant in the data collection  
4   process.

1   229. The computer program product of claim 228, wherein the step of  
2   receiving an email message including the requested data comprises the step of:

3           receiving an email message including the requested data for each  
4   participant in the data collection process.

1   230. The computer program product of claim 229, wherein each data entry  
2   form provides interactive entry of data into the data entry form.

1   231. The computer program product of claim 230, wherein each data entry  
2   form is created using at least one of a standard or proprietary document  
3   language, a script language, or a programming language.

1 232. The computer program product of claim 230, wherein each data entry  
2 form is created using at least one of hypertext markup language, extensible  
3 markup language, Java, or Javascript.

1 233. The computer program product of claim 229, wherein each data entry  
2 form provides interactive entry of data into the data entry form in a data entry  
3 system while the data entry system is not communicatively connected.

1 234. The computer program product of claim 233, wherein each data entry  
2 form is created using at least one of a standard or proprietary document  
3 language, a script language, or a programming language.

1 235. The computer program product of claim 233, wherein each data entry  
2 form is created using at least one of hypertext markup language, extensible  
3 markup language, Java, or Javascript.

1 236. A computer program product for performing a process for creation of a  
2 job candidate interview evaluation comprising:  
3 a computer readable medium;  
4 computer program instructions, recorded on the computer readable  
5 medium, executable by a processor, for performing the steps of

6           creating a job model including a plurality of competencies defining  
7   qualifications and skill relating to a position in an organization;  
8           selecting an evaluation set including a candidate for the position, a  
9   reviewer, and a date of an interview;  
10          building a data entry form for entering requested data based on the created  
11   job model;  
12          generating an email message including the data entry form;  
13          transmitting the email message;  
14          receiving an email message including the requested data; and  
15          posting the received requested data to a database.

1   237.   The computer program product of claim 236, wherein the data entry form  
2   provides interactive entry of data into the data entry form.

1   238.   The computer program product of claim 237, wherein the data entry form  
2   is created using at least one of a standard or proprietary document language, a  
3   script language, or a programming language.

1   239.   The computer program product of claim 237, wherein the data entry form  
2   is created using at least one of hypertext markup language, extensible markup  
3   language, Java, or Javascript.

1 240. The computer program product of claim 236, wherein the data entry form  
2 provides interactive entry of data into the data entry form in a data entry system  
3 while the data entry system is not communicatively connected.

1 241. The computer program product of claim 240, wherein the data entry form  
2 is created using at least one of a standard or proprietary document language, a  
3 script language, or a programming language.

1 242. The computer program product of claim 241, wherein the data entry form  
2 is created using at least one of hypertext markup language, extensible markup  
3 language, Java, or Javascript.

1 243. The computer program product of claim 236, wherein the step of building  
2 a data entry form comprises the step of:  
3 building a data entry form for entering requested data defined by the  
4 dataset for the participant in the data collection process.

1 244. The computer program product of claim 243, wherein the step of selecting  
2 a participant comprises the step of:  
3 selecting a plurality of participants in the data collection process.

1 245. The computer program product of claim 244, wherein the step of building  
2 a data entry form comprises the step of:  
3 building a data entry form for entering requested data defined by the  
4 dataset for each participant in the data collection process.

1 246. The computer program product of claim 245, wherein the step of  
2 generating an email message including the data entry form comprises the step of:  
3 generating an email message including the data entry form for each  
4 participant in the data collection process.

1 247. The computer program product of claim 246, wherein the step of  
2 transmitting the email message comprises the step of:  
3 transmitting a data entry form to each participant in the data collection  
4 process.

1 248. The computer program product of claim 247, wherein the step of  
2 receiving an email message including the requested data comprises the step of:  
3 receiving an email message including the requested data for each  
4 participant in the data collection process.



1 249. The computer program product of claim 248, wherein each data entry  
2 form provides interactive entry of data into the data entry form.

1 250. The computer program product of claim 249, wherein each data entry  
2 form is created using at least one of a standard or proprietary document  
3 language, a script language, or a programming language.

1 251. The computer program product of claim 249, wherein each data entry  
2 form is created using at least one of hypertext markup language, extensible  
3 markup language, Java, or Javascript.

1 252. The computer program product of claim 248, wherein each data entry  
2 form provides interactive entry of data into the data entry form in a data entry  
3 system while the data entry system is not communicatively connected.

1 253. The computer program product of claim 252, wherein each data entry  
2 form is created using at least one of a standard or proprietary document  
3 language, a script language, or a programming language.

1 254. The computer program product of claim 252, wherein each data entry  
2 form is created using at least one of hypertext markup language, extensible  
3 markup language, Java, or Javascript.

1 255. A computer program product for performing a process for creation of a  
2 performance review comprising:

3 a computer readable medium;

4 computer program instructions, recorded on the computer readable  
5 medium, executable by a processor, for performing the steps of

6 creating a job model including a plurality of competencies defining  
7 qualifications and skill relating to a position in an organization;

8 selecting an evaluation set including a person to be reviewed, a reviewer,  
9 and a date of the review;

10 building a data entry form for entering requested data based on the created  
11 job model;

12 generating an email message including the data entry form;

13 transmitting the email message;

14 receiving an email message including the requested data; and

15 posting the received requested data to a database.

1 256. The computer program product of claim 255, wherein the data entry form  
2 provides interactive entry of data into the data entry form.

1 257. The computer program product of claim 256, wherein the data entry form  
2 is created using at least one of a standard or proprietary document language, a  
3 script language, or a programming language.

1 258. The computer program product of claim 256, wherein the data entry form  
2 is created using at least one of hypertext markup language, extensible markup  
3 language, Java, or Javascript.

1 259. The computer program product of claim 255, wherein the data entry form  
2 provides interactive entry of data into the data entry form in a data entry system  
3 while the data entry system is not communicatively connected.

1 260. The computer program product of claim 259, wherein the data entry form  
2 is created using at least one of a standard or proprietary document language, a  
3 script language, or a programming language.

1 261. The computer program product of claim 260, wherein the data entry form  
2 is created using at least one of hypertext markup language, extensible markup  
3 language, Java, or Javascript.

1 262. The computer program product of claim 255, wherein the step of building  
2 a data entry form comprises the step of:  
3 building a data entry form for entering requested data defined by the  
4 dataset for the participant in the data collection process.

1 263. The computer program product of claim 262, wherein the step of selecting  
2 a participant comprises the step of:  
3 selecting a plurality of participants in the data collection process.

1 264. The computer program product of claim 262, wherein the step of building  
2 a data entry form comprises the step of:  
3 building a data entry form for entering requested data defined by the  
4 dataset for each participant in the data collection process.

1 265. The computer program product of claim 264, wherein the step of  
2 generating an email message including the data entry form comprises the step of:

3           generating an email message including the data entry form for each  
4   participant in the data collection process.

1   266. The computer program product of claim 265, wherein the step of  
2   transmitting the email message comprises the step of:

3           transmitting a data entry form to each participant in the data collection  
4   process.

1   267. The computer program product of claim 266, wherein the step of  
2   receiving an email message including the requested data comprises the step of:

3           receiving an email message including the requested data for each  
4   participant in the data collection process.

1   268. The computer program product of claim 267, wherein each data entry  
2   form provides interactive entry of data into the data entry form.

1   269. The computer program product of claim 268, wherein each data entry  
2   form is created using at least one of a standard or proprietary document  
3   language, a script language, or a programming language.

1 270. The computer program product of claim 269, wherein each data entry  
2 form is created using at least one of hypertext markup language, extensible  
3 markup language, Java, or Javascript.

1 271. The computer program product of claim 267, wherein each data entry  
2 form provides interactive entry of data into the data entry form in a data entry  
3 system while the data entry system is not communicatively connected.

1 272. The computer program product of claim 271, wherein each data entry  
2 form is created using at least one of a standard or proprietary document  
3 language, a script language, or a programming language.

1 273. The computer program product of claim 271, wherein each data entry  
2 form is created using at least one of hypertext markup language, extensible  
3 markup language, Java, or Javascript.